

SIKKIM



GOVERNMENT

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**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK – 737101**

NO.: 30/GEN/DOP

Dated: 23/05/2018

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and in supersession of all previous rules on the subject, the Governor of Sikkim hereby makes the following rules, regulating the method of recruitment and promotion and the conditions of service of persons appointed under the SNT Division, Transport Department, namely:-

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| Short title and Commencement | 1. (1) These rules may be called the Sikkim State Sub-ordinate (SNT Division) Employees Recruitment and Promotion Rules, 2018.
(2) They shall come into force on the date of their publication in the Official Gazette. |
| Application | 2. These rules shall apply to the posts specified in Column 2 of the Schedule appended to these Rules. |
| Definition | 3. (1) In these rules, unless the context otherwise requires:-
(a) "appointed day" means the date on which these rules shall come into force;
(b) "Committee" means the Committee constituted under the sub-rule (3) of rule 5 to consider appointment or promotion to and confirmation in any grade;
(c) "Appointing Authority" means the Secretary to the Government of Sikkim, Transport Department;
(d) "Department" means the SNT Division, Department of Transport, Government of Sikkim;
(e) "duty post" means any post specified in the Schedule;
(f) "Government" means the Government of Sikkim; |

- (g) "grade" means any of the grades or class specified in the Schedule'
- (h) "Schedule" means the Schedule appended to these rules;
- (i) "regular service in relation to any grade" means the period or periods of service in that grade rendered after appointment according to the prescribed procedure and includes any period or periods,-
 - (a) taken into account for purpose of seniority in the case of those appointed at the initial constitution of the service.
 - (b) during which the person would have held a duty post in that grade but for being on leave or otherwise not being available for holding such posts.
- (j) "year" means a year reckoned according to the English calendar.

**Initial
Constitution of
the Service**

- 4. All persons holding on the appointed day any of the Cadre posts specified in the Schedule, on a regular basis, otherwise then on a purely temporary arrangement or on contract or on deputation from the Central or any other Government, shall be deemed to have been appointed to the corresponding posts and grades in the Service.

**Method of
Recruitment to
the Service**

- 5. (1) Any vacancy arising in any of the grades referred to in the Schedule after the initial constitution of the service as provided in Rule 4 shall be filled in the manner provided in the Schedule.
- (2) Appointment to any duty posts by promotion or by direct recruitment as the case may be shall be made by the Appointing Authority.
- (3) The selection of persons for appointment or promotion to any of the duty posts shall be made by selection on merit obtained through written examination and on the recommendation of the Promotion Committee Constituted by the State Government from time to time. The Scheme and Syllabus for the open examination as well as the Limited Departmental Competitive Examination, prescribed as a mode of recruitment and promotion, may be Notified for a specific period before the appointment as well as when the promotions are anticipated to be made.

**Attempt at the
examination**

- 6. No candidate shall be permitted to compete more than three times at the competitive examination.
Note: A candidate shall be deemed to have competed at the examination if he/she actually appears in any one or more subjects.

**Disqualification
for admission to
examination**

- 7. Any attempt on the part of the candidate to obtain support for his/her candidatures by any means shall render him/her liable to be disqualified for admission to the competitive examination by the

Committee. The decision of the Committee as to the eligibility or otherwise of a candidate for admission to the examination shall be final. A candidate to whom certificate for admission to the examination has not been issued by the Department shall not be admitted to the examination.

**Disqualification
on the ground of
plural marriage**

8. No Person :-

- (a) Who has entered into or contracted a marriage with a person having a spouse living, or
- (b) Who, having a spouse living has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the State Government may, if satisfied that such marriage is permissible under the personal law or customs applicable to such person and the other party to the marriage, exempt any person from the operation of these rules.

**Penalty for
impersonation
etc.**

9. A candidate who is or has been declared by the Selection Committee guilty of impersonation or of submitting false or fabricated document which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination hall or otherwise restoring to any other irregular or improper means for obtaining admission to the examination may in addition to rendering himself/herself liable to a criminal prosecution be debarred either permanently or for a specified, period by the Selection Committee from admission to any examination or from appearing at any interview held by the Selection Committee for selection of candidates, and by the Government from employment under the State Government.

**Disqualification
of appointment
on Medical**

10. No candidate shall be appointed to the service who after such medical examination, as the Government may prescribe, is not found to be physically and mentally fit and free from any mental or physical defect likely to interfere with the discharge of the duties of the service.

Probation

11. (1) Every person recruited to any cadre post through direct recruitment shall be appointed to the service on probation for a period of 2 (two) years.
- (2) The Government may, if it so thinks, fit in any case or classes of cases extend the period of probation by a period not exceeding 2 (two) years for reasons to be recorded in writing.

Confirmation

12. Where a probationer has completed his/her period of probation to the satisfaction of the Government, he/she shall, subject to other provisions of these rules, be confirmed in the service at the end of his/her period of probation.

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| Seniority | 13. (1) There shall be one seniority list and relative seniority of person holding duty posts shall be regulated by their seniority obtained in the corresponding post on the appointed day.

(2) The relative seniority of direct recruits, after the appointed day shall be determined by the order of merit in which they are selected for appointment. |
| Training | 14. A probationer who has been appointed in the service shall, on appointment to the Service, undergo such training and for such period as the State Government may direct. |
| Administrative Control | 15. (1) The Administrative Control over the service including appointment, transfer and deputation shall rest with the Department of Transport, Government of Sikkim.

(2) A member of the service shall not be transferred from one department to another or from the Department to any Corporation, Company, Undertaking or body save with the concurrence of the Appointing Authority both for the transfer and for deputation. |
| Residuary Powers | 16. All other matters in relation to the service not specified or for which no provision has been made, in these rules shall be regulated by rules and orders applicable to other services of the Government of equivalent status. |
| Power to relax | 17. Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax, amend any of the provisions of these rules with respect to any class or category or persons or Cadre posts. |
| Interpretation | 18. In case of any queries as to the interpretation of these rules, the decision of the Government thereon shall be final. |
| Strength, Composition and Pay | 19. The strength, composition and scale of pay of all cadre posts in the Service shall be as specified in Column 3 (Three) of the Schedule. |

Passang Ongdi Bhutia, SCS
ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL ADM. REFORMS TRAINING
AND PUBLIC GRIEVANCES

SCHEDULE

Sl. No.	Name of Post	Pay-Band	Grade	Method of Recruitment	Sanctioned post	Eligibility Conditions
1	Traffic Inspector	PB-2 of Rs.9300-34800 +GP Rs. 3800	Group "C"	1. 50% direct recruitment through Open Competitive Examination 2. 50% by promotion	32	1. Should possess any Graduate Degree from a UGC Recognised University. 2. Should have attained the age of 21 years but should not exceed 40 years of age. 3. Should possess SSC/COI 4. Must be able to read and write one of the local languages. 5. Should have the knowledge of Sikkimese culture & tradition. Senior Traffic Assistant with minimum of 6 (six) years of regular unbroken service.
2	Senior Traffic Assistant	PB-I of Rs. 5200-20200 + GP Rs. 3000	Group "C"	100% by promotion	32	Junior Traffic Assistant with 10 (ten) years regular unbroken service subject to availability of vacancy.
3	Junior Traffic Assistant	PB-I of Rs. 5200-20200, + GP Rs. 2600	Group "C"	1. 50 % direct recruitment through Open Competitive Examination 2. 50% by promotion.	67	1. Should be Class – XII passed from a recognized Board. 2. Should have attained the age of 18 years but should not exceed 40 years of age. 3. Should possess SSC/COI 4. Must be able to read and write one of the local languages. 5. Should have the knowledge of Sikkimese culture & tradition. Bus Conductor with Class – X passed from recognized board with 10 (ten) years of regular unbroken service subject to availability of vacancy.

4.	Bus Conductor	PB-1 of Rs. 5200-20200 + GP Rs. 2300	Group "C"	100 % by direct recruitment through open competitive examination	96	<ol style="list-style-type: none"> 1. Class X passed from a recognized Board with Bus Conductor License. 2. Should have attained the age of 18 years but should not exceed 40 years of age. 3. Should possess SSC/COI. 4. Must be able to read and write one of the local languages. 5. Should have the knowledge of Sikkimese culture & tradition.
5	Assistant Store Officer	PB-2 of Rs. 9300- 34800 + GP Rs. 3800	Group "C"	100% by promotion	12	Store in-charge/Store Keeper with 6 (six) years of regular unbroken service subject to availability of vacancy.
6	Store in-charge/Store Keeper	PB-1 of Rs. 5200- 20200 + GP Rs. 3000	Group "C"	100% by promotion	16	Assistant Store Keeper with 6 (six) years of regular unbroken service subject to availability of vacancy.
7	Assistant Store Keeper	PB-1 of Rs. 5200- 20200 + GP Rs. 2600	Group "C"	100% by promotion	09	Store Assistant/Pump Man with 10 (ten) years of regular unbroken service subject to availability of vacancy.
8	Store Assistant/ Pump Man	PB-1 of Rs. 5200-20200 + GP Rs. 2200	Group "D"	100% by direct recruitment through open competitive examination	19	<ol style="list-style-type: none"> 1. Class X passed from a recognized Board. 2. Should have attained the age of 18 years but should not exceed 40 years of age. 3. Should possess SSC/COI 4. Must be able to read and write one of the local languages. 5. Should have the knowledge of Sikkimese culture & tradition.
9	Jr. Foreman	PB-1 of Rs. 5200- 20200 + GP Rs. 3400	Group "C"	100% by promotion	25	Mechanic Grade I with 4 (four) years of regular unbroken service subject to availability of vacancy.

10	Mechanic Grade – I	PB-I of Rs. 5200- 20200 + GP Rs. 3000	Group "C"	100% by promotion	49	Mechanic Grade II with 5 (five) years of regular unbroken service subject to availability of vacancy.
11	Mechanic Grade – II	PB-I of Rs. 5200- 20200 + GP Rs. 2600	Group "C"	100% by promotion	50	Mechanic Grade III with 6 (six) years of regular unbroken service subject to availability of vacancy.
12	Mechanic Grade – III	PB-I of Rs. 5200- 20200 + GP Rs. 2300	Group "C"	100% by promotion	65	Mechanic Grade IV with 10 (ten) years of regular unbroken service subject to availability of vacancy.
13	Mechanic Grade – IV	PB-I of Rs. 5200- 20200 + GP Rs. 2200	Group "D"	100% by direct recruitment through open competitive examination	150	1. Should have passed Class – X from a recognised board with ITI certificate in Automobile/ Electrician/Welder. 2. Should have attained the age of 18 years but should not exceed 40 years of age. 3. Should possess SSC/COI 4. Must be able to read and write one of the local languages. 5. Should have the knowledge of Sikkimese culture & tradition.
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